

## Health Professional Education Grant and Scholarship Programs Retention Survey

### Program Objective:

The Health Professional Education Grant and Scholarship Programs purpose is to assist in addressing the health care professional shortages that may cause disparities in access to health care. The Health Professional Education Grant and Scholarship Programs assists in the development, recruitment and retention of health care professionals dedicated to serving communities that lack adequate access to primary healthcare.

### Description and Background:

The three (3) Health Professional Education Grant and Scholarship Programs were created between 1990 and 1997 under 26-9, 26-9d, and 26-9e of Utah Code Annotated. The programs assist in the recruitment and retention of health care professionals dedicated to serving communities that lack adequate access to primary health care. Health care professionals awarded through these programs must complete a minimum two (2) year service obligation.

### Retention Survey Results:

A sampling of 121 health care professionals was completed to evaluation the retention rate that the three (3) Health Professional Education Grant and Scholarship Programs have maintained. The retention survey results are separated by the three (3) professions, and licensure and/or specialty.

#### Nurses:

- Eighty-seven (87) nurses that have completed their service obligation to the State of Utah were surveyed.
- Fifty-eight (58) or 66.67% of the 87 nurses surveyed have been retained in the State of Utah.
- Nine (9) or 10.34% of the 87 nurses surveyed are no longer working in the nursing profession.
- Eight (8) or 9.20% of the 87 nurses surveyed have left the State of Utah.
- Twelve (12) or 13.70% of the 87 nurses surveyed could not be located through contact with past employers, through the Department of Occupational and Professional Licensing web site, or at their last known home telephone numbers.
- The table below shows the retention rate by licensure:

Nurse Licensure	Number Surveyed	Retained in State		Moved Out of State	
APRN	3	3	100%	0	0%
CNM	4	4	100%	0	0%
CRNA	1	1	100%	0	0%
LPN	1	0	0%	1	100%
NP	13	12	92%	1	8%
Nurse Educator	1	0	0%	1	100%
RN	40	38	95%	2	5%

#### Physicians:

- Twenty-three (23) physicians that have completed their service obligation to the State of Utah were surveyed.
- Twenty-one (21) or 91.30% of the 23 physicians surveyed have been retained in the State of Utah.
- One (1) or 4.35% of the 23 physicians surveyed has gone back to school in the State of Utah to further their medical training.
- One (1) or 4.35% of the 23 physicians surveyed has left the State of Utah.
- The table below shows the retention rate by specialty:

Specialty	Number Surveyed	Retained in State		Moved Out of State		Returned to School	
EM	1	1	100%	0	0%	0	0%
FP	12	10	83%	1	8%	1	8%
GP	1	1	100%	0	0%	0	0%
GS	4	4	100%	0	0%	0	0%
IM	1	1	100%	0	0%	0	0%
OPHTH	1	1	100%	0	0%	0	0%
PED	1	1	100%	0	0%	0	0%
PATH	1	1	100%	0	0%	0	0%
RAD	1	1	100%	0	0%	0	0%

#### Physician Assistants:

- Eleven (11) physician assistants that have completed their service obligation to the State of Utah were surveyed.
- Ten (10) or 90.91% of the 11 physician assistants surveyed have been retained in the State of Utah.
- One (1) or 9.09% of the 11 physician assistants surveyed has left the State of Utah.

#### Fiscal Implications:

Funding for the Health Professional Education Grant and Scholarship Programs is a mechanism to support a reliable primary care safety net in Utah. Ongoing funding allows for the continued recruitment of health care professionals that replace retiring or exiting health care professionals. If the Health Professional Education Grant and Scholarship Programs were discontinued there would be an impact on Utah rural and medically underserved communities that have a hard time recruiting and retaining health care professionals.